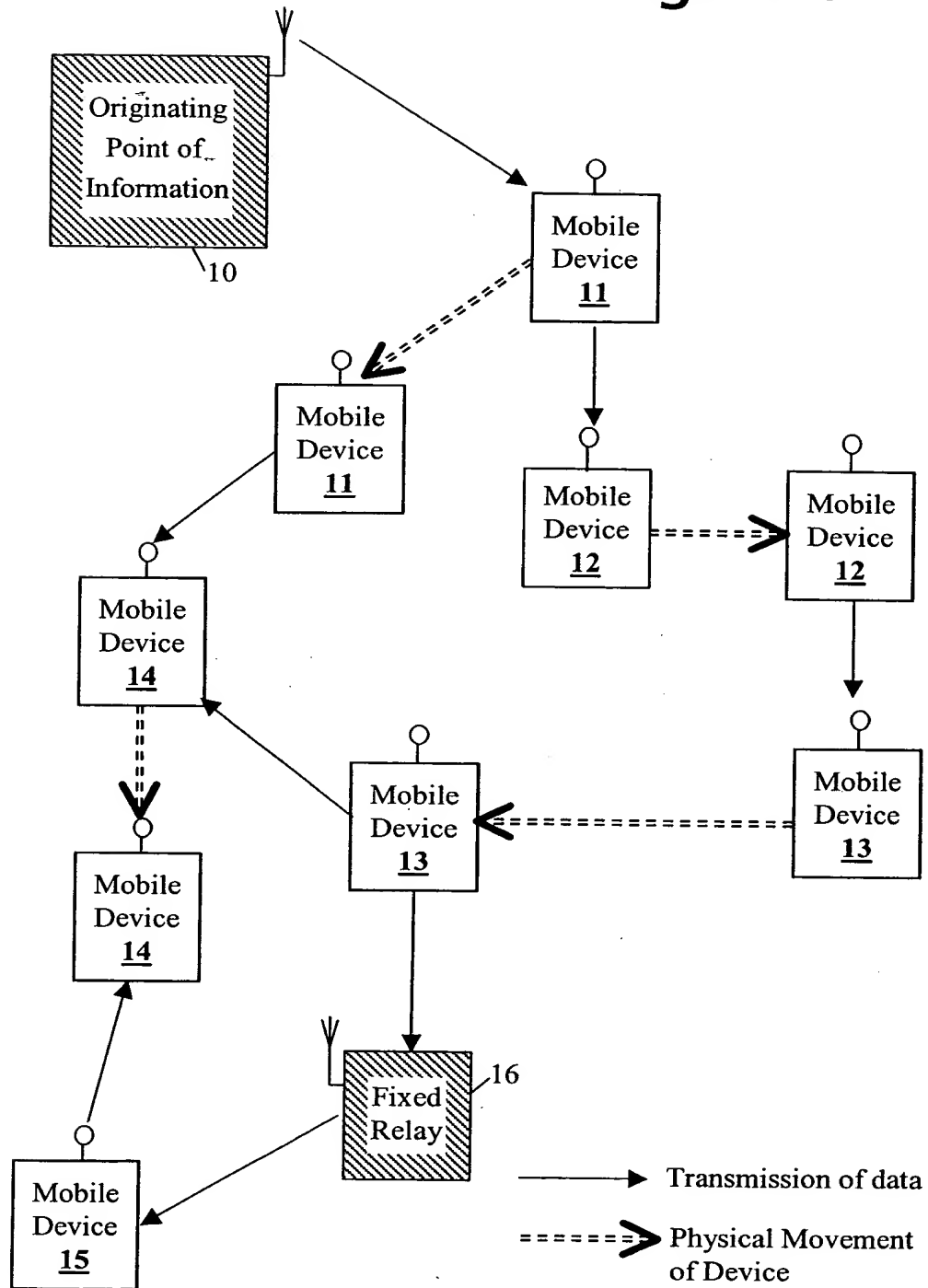


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Figure 1



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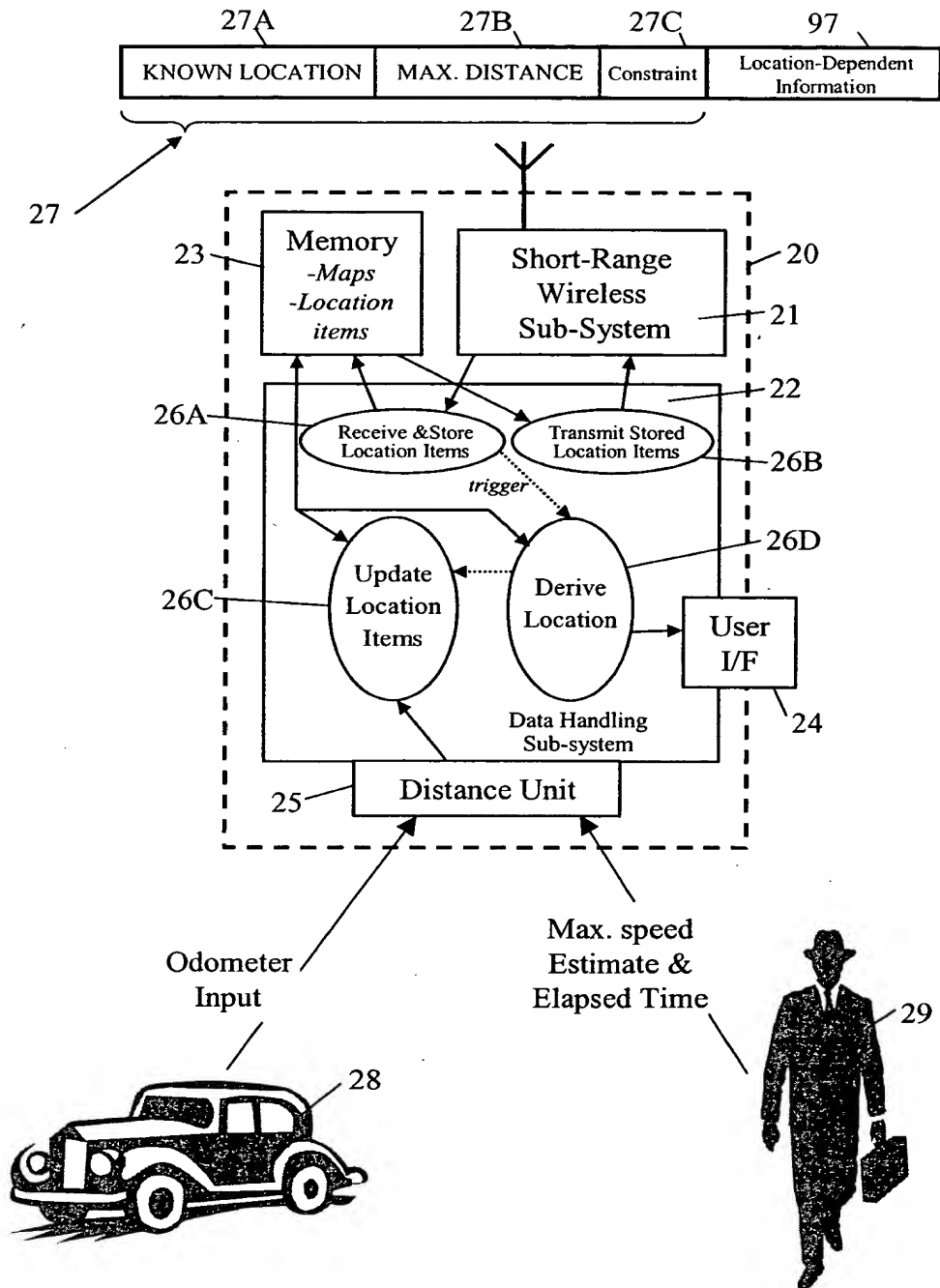


Figure 2

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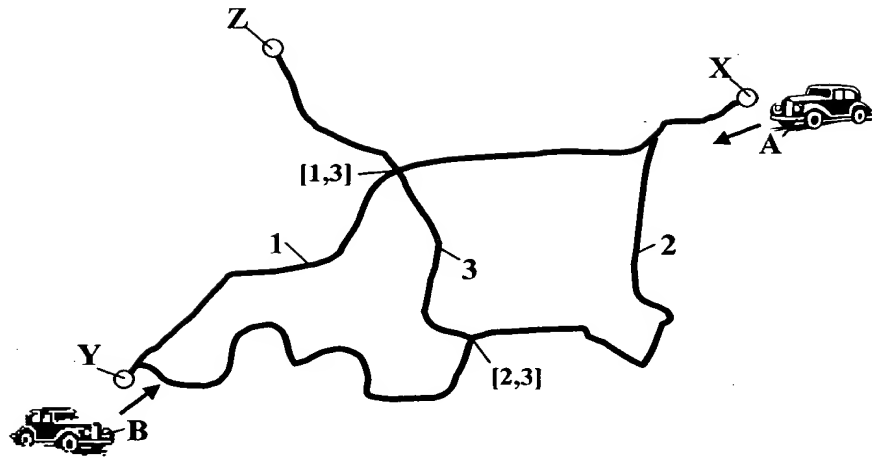


Figure 3

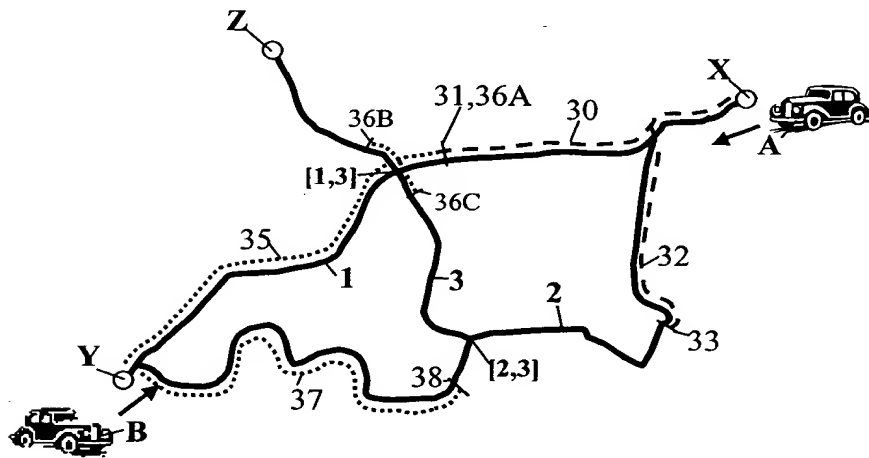


Figure 4

[illegible]

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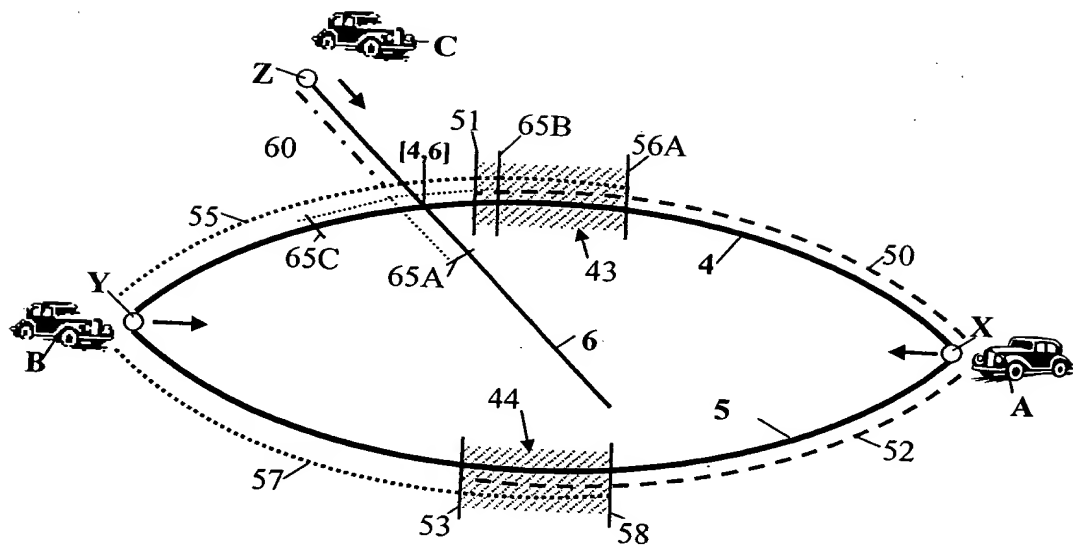


Figure 7

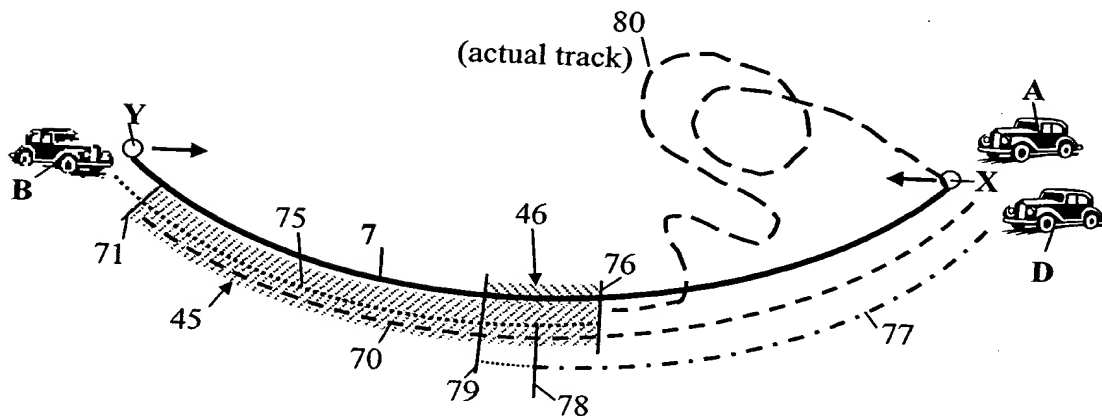


Figure 8

*Journal of Management Studies*, 19(6), 709-728.



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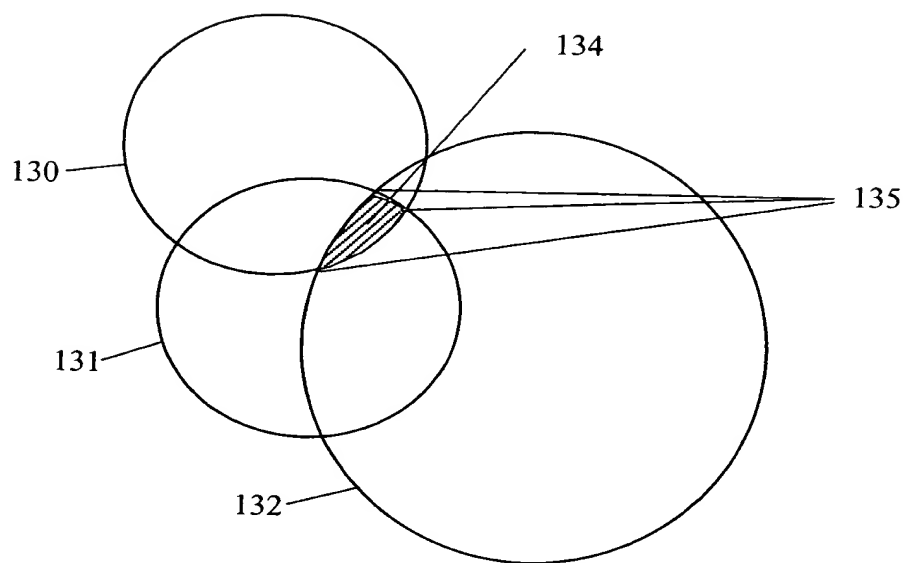


Figure 11

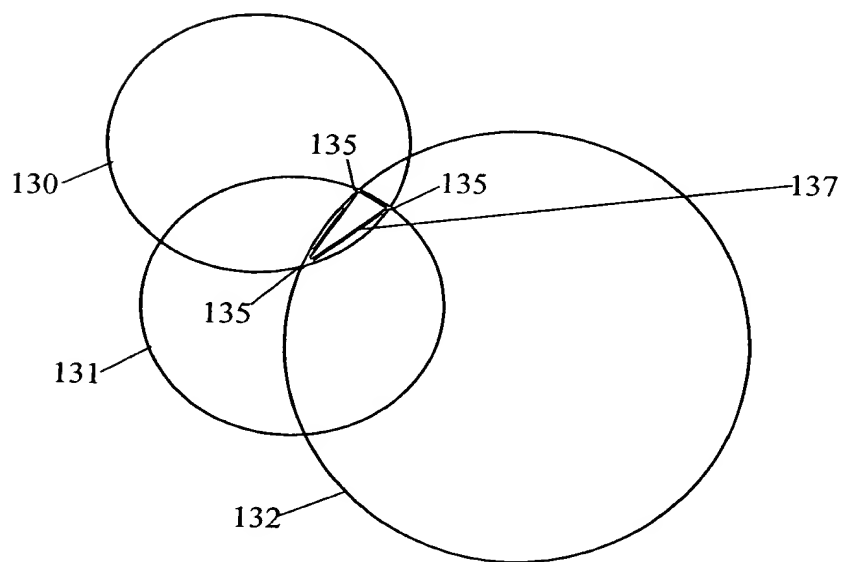


Figure 12